REQUIREMENTS

An applicant must meet the following requirements to qualify for an Initial teacher certification for two years:

- Completion of a bachelor's degree from a regionally accredited university;
- Completed state approved teacher preparation program;
- Passing scores on an approved <u>Basic Competency Exam</u>;
- Passing scores on an approved Content Area Exam;
- * Has never held an Initial or Provisional Alaska teacher certificate;
- Not eligible for reinstatement of a Professional or Master teacher certificate; and
- Completion of the four mandatory trainings during the five years prior to receipt of your application.

If you do not meet the requirements above, check the Types of Certificates webpage or contact Teacher Certification for the appropriate certificate application.

Meeting the requirements above will qualify the applicant for a two-year certificate that can be extended for a third year.

To extend a two-year certificate for an additional year, the applicant must complete the following:

- Three semester hours of an approved Alaska studies course; and
- Three semester hours of an <u>approved Alaska multicultural</u> course.

"NOTE: An Initial certificate is extendable for up to three years as described above, it is not renewable.

INSTRUCTIONS

PERSONAL INFORMATION

Enter all personal information in the spaces provided, including contact phone number(s) and email address. The Teacher Education & Certification Office will mail your certificate to the address that you provide. If you have held Alaska certification prior to this application and your name has changed, you will need to submit a photocopy of a legal document verifying the change with your application packet.

"NOTE: It is your responsibility to maintain current information, including name and mailing address, on file with the Teacher Education & Certification Office. You may update your contact information by emailing the Teacher Education & Certification Office at tcwebmail@alaska.gov or online at https://education.alaska.gov/TeacherCertification/ContactChange/.

Ethnicity & Definitions

Check the box that most appropriately applies to you.

- African American: A person (not of Hispanic origin) having origins in any of the black racial groups of Africa.
- Alaska Native: A person who is a descendant of a member of the aboriginal races inhabiting the state when annexed to the United States, or who is a descendant of an Indian or Eskimo who, since the year 1867 and prior to June 30, 1952, migrated into the state from Canada, and who is a descendant having at least one- quarter blood derived from these ancestors. This may include, for example, any person of Yup'ik, Inupiat, Aleut, Athabascan, Tlingit, Haida, or Tsimshian origin.
- American Indian: A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
- Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.
- Caucasian: A person (not of Hispanic origin) having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Hispanic: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- Native Hawaiian or Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Two or more races: A person who primarily identifies their ethnic heritage with more than one subgroup.

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BACKGROUND INFORMATION

Answer the questions one through six (1-6) carefully and completely by answering "yes" or "no" to the questions as they apply to you. If the answer to any of these questions is "yes," provide a written, detailed explanation of the incident and sign it. It is not necessary to provide a written explanation of a minor traffic violation. Include a written explanation of incidents involving Driving While Intoxicated (DWI) or Driving under the Influence (DUI), no contest, guilty pleas and cases resulting in a suspended imposition of sentence.

~NOTE: If a signed, detailed explanation is not provided for any "yes" answers to questions one through six (1-6) or if your explanation is not signed, your application will be returned unprocessed. Any falsification or deliberate misrepresentation, including omission of a material fact, in completion of this application can be grounds for denial of certification.

FINGERPRINT CARD

When applying for certification in Alaska, you must submit one (1) fingerprint card with your application. The fingerprint card will be used to generate a criminal history report by the Alaska Department of Public Safety (DPS) and the Federal Bureau of Investigation (FBI). The criminal history report will be used as one part of the background check required for Alaska certification.

The Teacher Education & Certification Office **cannot** accept criminal history reports completed by other entities, including other states and countries. For the purpose of certification in Alaska, criminal history reports must be completed by the Alaska Department of Public Safety (DPS) and the Federal Bureau of Investigation (FBI).

If there is an error on your criminal history report, you may request the DPS correct the information. To begin the correction process, you must complete and submit a "Request to Correct Criminal Justice Information" form. If the information believed to be inaccurate or incomplete in your criminal history was, or will be used to deny a right or privilege, DPS has 5 days to respond to the request or to forward it to the agency responsible for maintaining the requested criminal history information. If you have documentation on your criminal case, please be prepared to provide a copy at the time you request a correction to your record. It may help to expedite your request. One of the most common correction requests is to locate missing disposition information. More information concerning criminal history reports located can http://www.dps.state.ak.us/Statewide/background/default.aspx.

If you cannot obtain a fingerprint card locally, email the Teacher Education & Certification Office at tcwebmail@alaska.gov to request a card be sent to you via U.S.P.S. More information and instructions can be found at https://education.alaska.gov/TeacherCertification/fingerprints.html.

You must have your fingerprints rolled by a trained technician. The technician must sign and date the card in the appropriate space. All personal information must be filled in, including signature, residence, citizenship, sex, height, weight, race, eye color, hair color, date of birth, and place of birth.

Fingerprint Card Exceptions

If you currently hold an Alaska teaching, administrative, or special services certificate and are currently employed in a certified position by an Alaska public school district, you may be eligible to submit employment verification instead of an additional fingerprint card.

If you have submitted a fingerprint card for a background check to the Teacher Education & Certification Office in the previous six months, you may be eligible to use your previous background check for this application.

If you held an Alaska Student Teacher Authorization which expired less than 60 days prior to the date your Initial teacher certification application is received by the Teacher Certification Office and your background clearance was completed less than 18 months from the date of application, you do not need to submit a fingerprint card with your Initial application.

If you have any questions concerning employment verification or a previous background check, email the Teacher Education & Certification Office at tcwebmail@alaska.gov.

RECORD OF TRAINING

List all the colleges/universities you attended to complete your degree(s). Attach an additional sheet of paper if necessary. Official transcripts from the colleges/universities where you earned your degrees or completed your state-approved preparation program must be included with the application. If you completed your degree outside of the United States, a

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complete, original Foreign Evaluation must be submitted with your application. For more information go to https://education.alaska.gov/TeacherCertification/forms/Foreign Evaluation Info.pdf.

"Note: Request your transcripts be sent directly to you. Include them in your application packet. Do not request universities to submit transcripts directly to the Teacher Education & Certification Office. Official transcripts and/or Foreign Evaluations may be opened, but not marked on in any way.

"Note: Your official transcripts must show the completion of at least a bachelor's degree from a regionally accredited university.

If you have submitted the required transcripts with previous applications, verify the transcripts are still on file by contacting the Teacher Education & Certification Office at tcwebmail@alaska.gov. If additional transcripts need to be submitted, do not send them separately to the Teacher Education & Certification Office.

"Note: Unofficial, photocopied, electronic, or faxed transcripts or evaluations will not be accepted.

POSITIONS HELD

List positions held. Provide the information requested concerning each position. Attach an additional sheet of paper if necessary.

If the certificate for which you are applying has an experience requirement, your application must provide sufficient evidence of the required employment. The experience requirement cannot be satisfied by substitute teaching.

Experience requirement: Unless otherwise specified, teaching or administrative experience must have been accrued in a state approved or accredited elementary or secondary school while holding the appropriate certification.

Calculating the Full Time Equivalency (FTE): For a full-time position lasting a year, the FTE would equal one. For a half-time position lasting a year, the FTE would equal 0.50 or one-half. For a half-time position lasting for half a year, the FTE would be 0.25 or one-quarter.

Employment Outside of Alaska: If any of the certified positions you are using to satisfy the experience requirements were held in a state other than Alaska, a copy of the certificate from the state where the employment was completed

BASIC COMPETENCY EXAM

Indicate the approved Basic Competency Exam (BCE) that you have passed. If you have passing Praxis Core Academic Skills for Educators (CASE) or Praxis I scores, they can be sent to the Teacher Education & Certification Office directly from Educational Testing Services (ETS), or you can include an original/official examinee score report with your application. To contact ETS, visit www.ets.org. Alaska's ETS recipient code is 7027.

If you have the scores sent directly from ETS, email the Teacher Education & Certification Office at tcwebmail@alaska.gov to verify that passing Praxis CASE or Praxis I scores are on file BEFORE sending the application. The application will be returned if it is submitted before passing Praxis CASE or Praxis I scores have been received in the Teacher Education & Certification Office.

For all other approved basic competency exams, the original/official examinee score reports showing passing scores on all three required sections must be included with the application. More information concerning approved exams is available on our website at https://education.alaska.gov/teachercertification/praxis.html.

~Note: All testing requirements of the jurisdiction where you have completed your preparation program must be satisfied to quality for Alaska certification.

ENDORSEMENT REQUESTS

Provide the information concerning each endorsement you are requesting. Qualifying endorsements will only be granted if they have been requested in this section of the application. You may only request endorsement areas found on the "Endorsements List" located at https://education.alaska.gov/TeacherCertification/forms/EndorsementList TeachingCertificate.pdf. Endorsements will only be granted based on Alaska's endorsement requirements.

Additional endorsements may be added to your certificate based on the following:

- Completion of an additional state-approved program and the required scores on the associated content area exam;
- Two-years of teaching experience in the endorsement area at a state-approved or accredited school and the required scores on an associated content area exam;
- Posted degree (Major or Minor) with at least 18 semester hours of coursework; or
- Two-years of teaching experience in the CTE endorsement area at a state-approved or accredited school; the required scores on an associated CTE exam; and the required CTE coursework.

Content Area Exams: An original or photocopy of the official score report must be submitted with your application or on file with the Teacher Education & Certification Office.

In order to qualify for teacher certification, you must have passing scores on a content area exam associated with the content or specialty area of your state approved preparation program as indicated on your state-approved program verification or proof-of-program enrollment form.

"Note: All testing requirements of the jurisdiction where you have completed your preparation program must be satisfied to quality for Alaska certification.

CERTIFICATE CHECKLIST

Use the certificate checklist to review your application packet before submitting it to the Teacher Education & Certification Office. The list includes all of the requirements and the corresponding documents that you will need to submit to the Teacher Education & Certification Office to qualify for certification. If you have questions about any of the required documents, please email the Teacher Education & Certification Office at tcwebmail@alaska.gov to consult with a Certification Analyst.

FEE SCHEDULE & ONLINE PAYMENT CENTER

The certification fee is \$200.00. The background check fee is \$60.00. If you are required to provide a fingerprint card, submit a total of \$260.00. You may pay with a credit card via the EED Online Payment Center, cashier's check or money order (payable to DEED). Fees are non-refundable. Personal checks will not be accepted.

If paid for via the Online Payment Center (https://education.alaska.gov/TeacherCertification/PaymentCenter), you must include the EED Payment receipt with your application.

SUBMIT YOUR APPLICATION

Mail a single application packet with all of the required items to the Teacher Education & Certification Office at the following address:

Department of Education & Early Development Teacher Education & Certification 801 West 10th Street, Suite 200 PO Box 110500 Juneau, AK 99811-0500

SCANNED OR FAXED APPLICATION PACKETS WILL NOT BE ACCEPTED.

NOTES:

- If an item is missing or incomplete, your application packet will be returned unprocessed to the address you provide in the personal information section of your application.
- If you would like your original documents returned, you must include a self-addressed, stamped envelope with your application packet.
- We recommended that you send your complete application packets to the Teacher Education & Certification Office using one of the many tracking options that are available.

TIP: IT IS ADVISABLE TO KEEP A COPY OF THIS APPLICATION FOR YOUR PERSONAL RECORDS.

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INITIAL TWO- & THREE YEAR TEACHER CERTIFICATION

REQUIREMENTS & INSTRUCTIONS

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MANDATORY TRAININGS

You must have completed the four mandatory trainings within the five years prior to the date of application. In the table below, provide the name of the training provider and the date of completion for each of the mandatory trainings.

Mandatory Trainings	Training Provider (District or Organization)	Date Completed MM / DD / YY
Sexual abuse awareness and prevention		
Suicide awareness and prevention		
Alcohol or drug related disabilities		
Dating violence awareness and prevention		

POSITIONS HELD (Instructions page 3)

Provide all the information requested concerning each position. Attach an additional sheet of paper if necessary.

Year(s)	Days per Year	School, District or Organization	City, State	Phone Number	Position/Title	FTE*

^{*} Full-time equivalent (Calculate using directions on page 3)

BASIC COMPETENCY EXAM (Instructions page 3)

Indicate the approved basic competency exam (BCE) that you have passed.

	-	
ACT (Math, Reading, & Writing)		Alabama Work Keys
California Basic Educational Skills Test (CBEST)		Florida Teacher Certification Exam
Georgia Assessment for the Certification of Teachers		Illinois Certification Testing System
Michigan Test for Teacher Certification (MTTC)		NES Essential Academic Skills
New Mexico Assessment of Teacher Basic Skills		New York State Teacher Certification Liberal
Oklahoma General Education Test (OGET)		Arts/Sciences Test
Praxis CASE (Math, Reading & Writing)		Praxis I (Math, Reading, & Writing)
SAT (Math, Reading, & Writing)		Washington Educator Skills Test-Basic (WEST-B)

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ENDORSEMENT REQUESTS (Instructions page 3)

Request the endorsements, content or specialty area(s), and grade levels in the appropriate section(s) below. Qualifying endorsements will only be granted if they have been requested in this section of the application. You may only request endorsement areas the "Endorsements List" located https://education.alaska.gov/TeacherCertification/forms/EndorsementList TeachingCertificate.pdf. **Endorsements will** only be granted based on Alaska's endorsement requirements.

Content area exam(s) or CTE competency exams must be listed for any endorsements not requested based on a Posted Degree, Major or Minor.

State Approved Program & Content Area Exam

In the table below, indicate the requested endorsement(s), grade levels, location of the state-approved program, name, exam number, name of test vender, and date the exam was taken. Alaska accepts approved content area exams from other states and jurisdiction that are comparable with the Alaska's approved content area exam.

"Note: Include transcripts, verification form, and content area exam score report in your application packet.

Endorsement Area	Grade Levels	University or Alternative (State) Program	Content Area Exam (Vendor, Name, & Exam #)	Exam Date
Example: Elementary Education	K-8	University of Alaska SE	ETS Elementary Content 0018	5/18/15

Posted Degree (Major or Minor)

In the table below, indicate the requested endorsement(s), the university where the degree was earned, and the number of semester hours of coursework completed for the degree. The posted minor must be based on at least 18 semester hours of content area coursework.

~Note: Include transcripts in your application packet.

Requested Endorsement	University	Semester Hrs.	Date earned
[SAMPLE] Biology	University of Alaska Fairbanks	36	1/24/00

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Content Area Exam & Teaching Experience

In the table below, indicate the requested endorsement(s), the district and state approved/accredited elementary or secondary school where the teaching experience occurred, the grade levels taught, the school years the content area was taught, the associated content area exam, and the date when required scores on the content area exam were met. (Elementary Education, Reading, and Special Education endorsements **may not** be requested with this option.)

"Note: Include content area exam score report in your application packet.

Requested Endorsement	District & School	Grades Taught	School Years	Content Area Exam (Vendor, Name, & Exam #)	Exam Date
[SAMPLE] Social Studies	Anchorage School District South High School	9 th -12 th	2014- 2016	ETS Social Studies 5081	10/4/13

CTE Competency

To qualify for an additional endorsement in a CTE area, you are required to satisfy the following requirements: 1) Two years of teaching experience in a CTE area; 2) six semester hours of coursework focused on classroom management, student assessment and CTE specific teaching strategies; and 3) successful completion of an approved CTE content-specific industry competency exam as approved by the department.

In the table below, indicate the requested endorsement(s), the district and the state approved/accredited elementary or secondary school where the teaching experience occurred, the grade levels taught, the school years the content area was taught, the associated CTE competency exam and the date when required scores on the CTE competency exam was achieved.

"Note: Include transcripts and CTE competency exam score report in your application packet.

District & School	Grades Taught	School Years	CTE Competency Exam (Vendor, Name, & Exam #)	Exam Date
Anchorage School District South High School	9 th -12 th	2014- 2016	Welding	10/4/13

CTE endorsement required coursework

Please indicate the college or university transcripts that reflect the satisfactory completion of the following required coursework:

College or University	Course Number & Name	Credit Hrs.	Date of Completion

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CERTIFICATE CHECKLIST (Instructions page 4)

satisfied to qualify for Alaska certification.

You must submit all of the items required in a single application packet. If any item is missing or incomplete, the entire application packet will be returned unprocessed. Mark the checkbox next to each requirement to indicate the item is included in your application packet. Photocopied or faxed applications will not be accepted.

-	
	Complete Application Make sure all sections of the application are complete.
	Fingerprint Card You are required to submit one (1) FBI Applicant fingerprint card (Form FD-258). If you cannot obtain the fingerprint card locally, email the Teacher Education & Certification Office to request a card be sent to you. Use the Fingerprint Card Checklist to make sure that all required information has been provided.
	-OR-
	Previous Background Clearance
	If you have submitted a fingerprint card for a background check to the Teacher Education & Certification Office in the previous six months, email the Teacher Education & Certification Office at tcwebmail@alaska.gov to determine if your previous background check can be used for this application.
	If you held an Alaska Student Teacher Authorization which expired less than 60 days prior to the date your Initial teacher certification application is received by the Teacher Certification Office and your background clearance was completed less than 18 months from the date of application, you do not need to submit a fingerprint card with your Initial application.
	Official Transcripts (page 6) Include official transcripts from the colleges and universities listed in the Record of Training section verifying a Bachelor's Degree or higher, from a regionally accredited college or university. If you completed your degree outside of the United States, a complete, original Foreign Evaluation must be submitted with your application. Unofficial, photocopied, faxed or electronic documents will not be accepted. Official transcripts or original Foreign Evaluation may be opened, but not marked on in any way.
	Mandatory Trainings (page 7)
	Evidence of the completion of the four mandatory trainings during the five years prior to applying for certification. The following documents will be accepted as evidence:
	 A record of training with signature of district superintendent or appointed designee or a dean of an accredited school of education; A certificate of completion of a training program approved by EED; or An official transcript showing the completion of a training course approved by EED.
	The Mandatory Training Record Form is available at https://education.alaska.gov/TeacherCertification/forms/Mandatory Training Record Form.pdf .
	Basic Competency Exam (BCE) If you have passing Praxis CASE or Praxis I scores, they can be sent to the Teacher Education & Certification Office directly from Educational Testing Service (ETS), or you can include an original examinee score report with your application. To contact ETS, visit www.ets.org. Email the Teacher Education & Certification Office to verify passing Praxis CASE or Praxis I scores are on file, BEFORE sending in the application. For all other approved basic competency exams, an original examinee score report must be included with the application. Photocopies of reports will not be accepted.

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"Note: All testing requirements of the jurisdiction where you have completed your preparation program must be

	Content Area Exam In order to qualify for certification, you must he content or specialty area of your state-a An original or photocopy of the official score Teacher Education & Certification Office. A jurisdictions.	pproved preparation program as i e report must be submitted with y	ndicated on your verification form. your application or on file with the
	~Note: All testing requirements of the jurisd satisfied to qualify for Alaska certification.	iction where you have completed	your preparation program must be
	State-Approved Program Verification Form		
	An original verification form must be https://education.alaska.gov/TeacherCertificative-teacher-preparation-program-outside-of-the-U-with-your-application. Photocopies/faxes will	on/forms/StateApprovedProgramVonited States, a complete, original F	erification.pdf. If you completed your
	Notarization (page 14) A Notary Public or a Postmaster must witness	s and verify your signature with a s	ignature and stamp/seal.
	Fees & Online Payment Center		
	The Certification fee is \$200.00. The backgro card, submit a total of \$260.00. You may pay or money order (payable to DEED).	· · · · · · · · · · · · · · · · · · ·	- · · · · · · · · · · · · · · · · · · ·
	If paid for via the payment center (https://ed include the EED Payment receipt with your approximation		ation/PaymentCenter), you must
The for Teach exten expira	CNSION CHECKLIST (Requirements for Incident of the Incident of Inc	and the corresponding document have your Initial certificate exten documents to the Teacher Educati	s that you will need to submit to the ded. In order to have your certificate ion & Certification Office prior to the
Req	uirements for extension of a two-year ce	rtificate or to qualify for a thre	e- year certificate
	Required Coursework Official transcripts showing the completing of semester hours of approved Alaska multicultube accepted. Official transcripts may be open	ural coursework. Unofficial, photoc ned, but not marked on in any way	opied, or faxed transcripts will not
	te the college or university where you have me	<u> </u>	ursework requirements.
	ROVED Alaska studies coursework (Three (3) s	Semester hours) Course Number(s)	Completion Data
Colleg	se of offiversity	Course Number(s)	Completion Data
		(2)	
	ROVED Alaska multicultural coursework (Thre	ce (3) semester hours) Course Number(s)	Completion Date
Cone		22.30 (44)	Completion Bute

"Note: If you are applying for the three- year certificate, include official transcripts showing the completion of the required coursework with your application. Electronic transcripts will only be accepted when you are extending your Initial two- year certificate.

Phone: (907) 465-2831 Initial Two- & Three- year Fax: (907) 465-2441 9/11/17

IMPORTANT INFORMATION

To be a teacher in Alaska, you must have a valid teaching certificate (Initial, Professional, or Master). In order to maintain an Initial teaching certification, the requirements and timeline described in the Extension Checklist must be satisfied. If the requirements and timelines are not satisfied, the certificate will expire, and you will not be eligible to teach in Alaska.

When all of the extension requirements for your Initial teacher certification have been met, the next step in Alaska teacher certification is qualifying for a Professional teaching certificate. In order to qualify for the Professional, you will need to satisfy the requirements outlined in the Professional Requirements section.

NOTARIZATION

You must sign and date the application in the presence of a certified Notary Public or Postmaster. The application must be either notarized by a certified Notary Public or signed, dated, and stamped by a Postmaster.

I have read the <i>IMPORTANT INFORMATION</i> concerning the certificate for which I am applying. I understand the requirements to maintain my certificate. If I do not satisfy the requirements, I understand that I will no longer hold Alaska certification and will not be eligible to hold a position in an Alaska public school that requires the type of certification described in this application. I certify under penalty of perjury that the statements made by me in this application are true and correct to the	State of
best of my knowledge. Further, I acknowledge that I have read and will adhere to the State of Alaska Code of Ethics of the Education Profession. This becomes part of my	(Type of Photo ID)
official record.	to be the signer of this application and they acknowledged that they signed it.
(Signature of Applicant) (Date)	(Signature of Notary) My commission expires:

If a notary is not available, a Postmaster may witness, date stamp, and sign this affidavit.

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PROFESSIONAL REQUIREMENTS

After obtaining an Initial teacher certificate, the next step is qualifying for the renewable five-year Professional teaching certificate. Read the following and note the requirements that you need to satisfy for the Professional teaching certificate. If you are currently able to satisfy all of these requirements, you should apply for a Professional teaching certificate instead of an Initial teaching certificate.

Requirements for Professional Certification	
	Professional Teacher Certification Application
	Bachelor's Degree or higher from a regionally accredited college or university.
	Alaska Studies Coursework Official transcripts showing the completing of three semester hours of approved coursework.
	Alaska Multicultural Coursework Official transcripts showing the completing of three semester hours of approved coursework.
	Recency Credit Official transcripts showing the completing six (6) semester hours of college coursework within the last five years. The Alaska Studies and Alaska Multicultural courses can be used to satisfy the recency requirement.
	Mandatory Trainings On and after June 29, 2017, evidence of the completion of the four mandatory trainings must be submitted with your application. The trainings must have been completed during the five years prior to receipt of your application. More information on the mandatory training requirements is available at https://education.alaska.gov/TeacherCertification/mandatorytraining.html
	 Verification Form A State-Approved Program Verification and official transcripts showing the completion of an approved teacher preparation program; OR- A Foreign Evaluation from an approved agency showing the completion of a teacher preparation program outside of the United States.
	Two years of teaching experience Two years of teaching experience in a state-approved or accredited elementary or secondary school while holding a valid teaching certificate.
	Basic Competency Exam Official score report showing the passing score on an approved Basic Competency Exam (BCE).
	Content Area Exam Official score report showing the passing score on an approved Content Area Exam (e.g. Praxis II) associated with the content or specialty area of the state approved program documented by your verification.
	 An FD-258 fingerprint card with \$60 background check fee OR- Employment verification;
	Certification Fee \$200.00

KEEP THIS PAGE FOR YOUR RECORDS.

Initial Two- & Three- year Phone: (907) 465-2831 Fax: (907) 465-2441 9/11/17 Page 13 of 13